

"Memorandum on the Indian Telegraph Department prepared for the Public Services Commission."

CHAPTER I.—ADMINISTRATION OF THE INDIAN TELEGRAPH DEPARTMENT.

The system of administration of the Indian Telegraph Department was reorganised under orders contained in the Resolution of the 2nd February 1910, a copy of which is enclosed. Prior to this reorganisation the whole of India had been divided into twenty divisions, each in charge of a Superintendent, and each consisting of two or more sub-divisions in charge of Assistant or Sub-Assistant Superintendents. In the reorganisation of 1910 the same principle was adopted as that under which the Post Office is administered. Sub-divisions were abolished, and the divisions (increased to 34) were grouped under the following eight circles coterminous with the Postal circles :—

- | | |
|-------------|---|
| (1) Bombay. | (5) Eastern Bengal and Assam. |
| (2) Madras. | (6) Punjab and the North-West Frontier. |
| (3) Bengal. | (7) United Provinces. |
| (4) Burma. | (8) Central Provinces. |

Each circle was placed in charge of a Director of Telegraphs, and each division under a Superintendent. Assistant Superintendents were retained as officers subordinate to the divisional Superintendents who were empowered to keep them at headquarters or to place them in charge of specified areas according to the requirements of the division. At the same time officers of the Provincial Service were recognised as entitled to a definite proportion of the posts of Superintendents in charge of divisions, and it was held that 12 out of 34 divisions should, in the ordinary course, be placed in charge of officers of that Service. It should be noted however that this limitation of the number of divisions of which Provincial Service officers are entitled to hold charge has since been abolished. A Technical Branch consisting of an Electrical Engineer-in-Chief and five electrical engineers was also created.

2. The subordinate staff consists of Deputy Superintendents (General), Deputy Superintendents (Traffic), Deputy Superintendents (Technical), Telegraph Masters, Telegraphists and the ministerial establishment employed in the offices. It is understood, however, that the Public Services

Commission will confine their inquiry to the Imperial and Provincial Services; details of the conditions of service of officers of the subordinate establishment have therefore been omitted.

3. In the reorganisation of 1910 the whole Department continued in charge of the Director General of Telegraphs, whose Direction staff consisted of five officers, namely, 2 Directors of Traffic and Construction graded with the heads of circles; a Personal Assistant of the rank of an Assistant Superintendent; and two Assistant Superintendents ordinarily posted to work under the Directors of Traffic and Construction. With effect from 1st April 1912 the Director General of Post Offices assumed charge of the Telegraph Department also.

4. The foregoing paragraphs give a brief account of the administration of the Department as at present constituted. It may be added, however, that a further reorganisation of the Department will be necessary if the proposals submitted by the Director General for the amalgamation of the Postal and Telegraph Departments are accepted. An experimental amalgamation of the two Services was sanctioned with effect from July last on the terms laid down in the Director General's letter dated the 20th May 1912, a copy of which is enclosed.

5. Figures which illustrate the volume of work with which the Department deals as a whole are given in Statements A to D attached to this memorandum.

CHAPTER II — DEVELOPMENT AND EXISTING CONSTITUTION OF THE SERVICE.

The rapid expansion of work in the Department has necessitated frequent revision of the appointments and of the salaries attached to them. In examining the history of the Superior Services (Imperial and Provincial) it will be convenient to state briefly the chief features of the reorganisations which were introduced in the years 1887, 1892, 1903 and 1910.

I.—Reorganisation of 1887.

In view of the rapid development of telegraphic communication in India prior to 1887, it had been found necessary to increase very largely and within a comparatively short period the number of officers in the Department, with the result that a serious block of promotion occurred. Special inducements were offered in that year by means of increased pensions with a view to encourage senior officers (and in particular 72 officers recruited between 1868 and 1872) to retire, and at the same

time the prospects of the officers remaining in the Department were improved where necessary by the grant of personal allowances. It was also decided to work up to the following grading of Imperial officers (no Provincial Service had at that time been organised) :—

	Rs.
Class I—	
1 Director-General...	3,000
Class II—	
1 Deputy Director-General	2,000
Class III—	
2 Directors	drawing pay as Superintendents of the 1st grade together with allowances of Rs. 100 each.

Class IV (Superintendents), was subdivided as follows :—

	Rs.
1st grade ... 4 Officers on	1,125—75—1,500.
2nd „ ... 10 „	1,000.
3rd „ ... 12 „	850.

Class V, (Assistant Superintendents) was divided into two grades :—

	Rs.
12 Officers ...	700
13 „ ...	550

Class VI, (Assistant Superintendents) was also divided into two grades :—

	Rs.
14 Officers ...	400
15 „ ...	300

In addition, Assistant Superintendents of the 1st grade of class V, were declared entitled to a personal allowance of Rs. 100 after 22 years' service ; those of the 2nd grade of class V to a similar allowance after 17 years' service ; those of the 1st grade of class VI to a similar allowance after 12 years' service ; and those of the 2nd grade of Class VI to an allowance of Rs. 50 after 7 years' service.

11.—Reorganisation of 1892.

This reorganisation is important as it resulted in the formation of a Provincial Service. The recommendations of the Public Service Commission of 1886-1887 on this subject were as follows :—

“ While advising that the recruitment in England be maintained at its present strength, the Commission recommends

that the gradual reduction of the staff recruited in England should be kept in view, and that a superior Local Telegraph Service should be recruited in India from classes to be established at one or more of the Indian Engineering Colleges. It also recommends that instead of adjusting the pay of officers locally recruited with reference to the pay of the officers recruited in England, the pay and other conditions of the service locally recruited should be determined independently on the same principles as it is proposed to adopt for the Provincial Civil Service." A copy of the Resolution dated the 25th August 1892 under which this Service was organised is enclosed. It will be seen that the number of appointments offered was fixed at two and one in alternate years, and that the rates of pay were fixed as follows:—

			Per month.
		Ra.	
Director	... Class III ...	...	1,050
Superintendents	" IV, 1st grade	...	850
"	" IV, 2nd "	...	675
"	" IV, 3rd "	...	575
Assistant Superintendents.	" V, 1st "	...	475
Assistant Superintendents.	" V, 2nd "	...	375
Assistant Superintendents.	" VI, 1st "	...	275
Assistant Superintendents.	" VI, 2nd "	...	225

Appointments to this service could only be made from statutory natives of India, and successful candidates were to be appointed as apprentices on Rs. 100 per mensem, remaining on probation until they had proved "their thorough fitness for service in the Department." They were then promoted to the post of Assistant Superintendent, Class VI, 2nd grade, on Rs. 225. It was added that as an occasional measure and subject to the approval of the Government of India in each case a Sub-Assistant Superintendent (*i.e.*, a member of the Subordinate Service) who had displayed marked ability and merit might be promoted to a suitable grade of the Provincial Service and might be granted a personal allowance to protect him from loss of pay. Members of the Provincial Service might, if qualified, rise in the grades by promotion, and as regards the higher grades by special selection. In 1894 the superior establishment was increased from 84 to 86 posts,

and in 1901 from 86 to 101. The gradation then stood as follows :—

Class	I	Director-General	...	1
"	II	Deputy Director-General		1
"	III	Directors	...	2
"	IV	Chief Superintendents	...	4
"	V	Superintendents, 1st grade	...	10
"	V	Superintendents, 2nd grade		13
"	VI	Assistant Superintendents, 1st grade	...	15
"	VI	Assistant Superintendents, 2nd grade	...	18
"	VII	Assistant Superintendents, 1st grade	...	18
"	VII	Assistant Superintendents, 2nd grade	...	19
				101

III.—Reorganisation of 1903.

As a result of the great expansion of the work of the Department which had occurred by 1903, five new divisions were formed in that year and additions were made to the strength of the superior establishment under a Resolution of the 6th July, a copy of which is enclosed. The number of posts in the higher grades was increased to 10 namely,

	Rs.
1 Director-General on	... 3,000
1 Deputy Director-General on	2,000
2 Directors on	... 1,800
2 Deputy Directors on	... 1,600
2 Chief Superintendents, 1st grade on	... 1,400
2 Chief Superintendents, 2nd grade on	... 1,250

While the prospects of the Service were improved by increasing the number of appointments in the higher grades, a time limit of service was also introduced which was calculated to check abnormal acceleration of promotion. Assistant Superintendents of the 4th grade could not be promoted to the 3rd grade until after three years' service; 6½ years' service was required for promotion to the 2nd grade of Assistant Superintendents; 11 years' service for promotion to the 1st grade; 14½ years' service for promotion to the 2nd grade of Superintendents; and 19 years' service for promotion to the 1st grade of Superintendents.

Class VII of Assistant Superintendents was abolished, and all the four grades of Assistant Superintendents were regarded as forming one class. At the same time it was laid down that the number of Superintendents of the 1st grade would be ultimately increased from 10 to 23. The number of Assistant Superintendents' posts was to be reduced, thereby retaining the total cadre at 101.

IV.—Reorganisation of 1910.

This reorganisation was undertaken as a result of the recommendations made by the Telegraph Committee of 1906, and received effect in the Resolution of the 2nd February 1910, a copy of which is enclosed. The alterations to the system under which the Telegraph Department was administered have been explained in Chapter I; the system then introduced still holds good. The sanctioned number of officers in the Department was reduced from 101 to 96 (excluding the store-keeper), of whom 6 belonged to the Technical Branch. The time scale, the principles of which were partially introduced under the last reorganisation, received full effect in 1910 and still holds good; the actual figures are given in Appendix I to the Resolution of the 2nd February 1910. In paragraph 12 of the Resolution it was laid down that Provincial Service officers would not be regarded as qualified for promotion to the rank of Superintendent until after the completion of 12 years' service, whereas 6 years' service sufficed in the case of Imperial Officers. That is to say, the claims of Provincial officers to promotion *pari passu* with Imperial officers were overruled.

The disadvantage of Provincial Officers in respect to promotion was, however, practically a dead letter and was finally abolished in 1912 when uniformity of treatment of Imperial and Provincial Officers was ensured. Important alterations to the scheme were made in a Resolution of the 4th June 1912 (copy enclosed); they may be summarised as follows:—

(a) The time scale for Provincial Service officers sanctioned in 1910 was revised with effect from 1st April 1911. The actual rates of pay, which ensured better promotion to these officers, are given in the 2nd paragraph of the Resolution.

(b) It was laid down that Provincial Service officers were entitled to take charge of Divisions *pari passu* with Imperial Service officers, the condition that the

former should only officiate after 12 years' service and the latter after 6 years being abolished.

- (c) The acting allowances, and the maximum pay to be granted to officers not declared fit to act, were revised. The pay of the 11th year was laid down as the maximum pay and allowances to which Assistant Superintendents (of either the Imperial or Provincial Services) were entitled if appointed to officiate in charge of divisions before attaining their tenth year of service. The additional stipulation was prescribed, that the sum of pay and acting allowance payable to an officer of either service officiating as Superintendent should in no case exceed the pay of any permanent Superintendent of the same Service. No officer found unfit for divisional charge was to be permitted to draw more than the pay of the ninth year of the scale.

CHAPTER III.—CONDITIONS OF SERVICE IN THE TELEGRAPH DEPARTMENT WITH SPECIAL REFERENCE TO RECRUITMENT AND PROMOTION AND TO THE EMPLOYMENT OF STATUTORY NATIVES OF INDIA.

The recommendations of the Public Services Commission of 1886-1887, in their bearing on the conditions of service in the Telegraph Department, may be summarised as follows:—

- (1) that the recruitment of officers in the scale then recognised, namely, two officers per annum, should be maintained and that the officers should be trained in Cooper's Hill for three years;
- (2) that the gradual reduction of the staff recruited in England should be kept in view;
- (3) that a superior Local Telegraph Service should be recruited in India from classes to be established at one or more of the Indian Engineering Colleges;
- (4) that the pay and other conditions of the local Service should be determined on the same principles as those recommended for the Provincial Civil Service, and that they should bear no relative proportion to those of the Imperial Service;

- (5) that the Local Service should be filled partly by promotion from the Subordinate Service and partly by recruitment;
- (6) that the recruitment for the Local Service should generally be for service in a particular Province;
- (7) that as a general rule three years' residence should be a condition of admission to the Local Service;
- (8) that the pay of officers of the Provincial Service appointed specially to service in the higher grades should receive special consideration;
- (9) that no officer declared unfit for promotion in the Provincial or Imperial Services should be retained, but that such officers should after a certain period of service be compulsorily retired on reduced pension calculated with reference to the period of effective service;
- (10) that the leave and pension rules to be adopted for the Provincial Service should with modifications be those laid down for the existing Uncovenanted Civil Service.

In forwarding these recommendations to the Secretary of State, the Government of India pointed out that in order to maintain the superior service at a strength of 84, it was necessary to recruit $3\frac{1}{2}$ officers annually, that is to say, three and four in alternate years.

Recruitment in England was to be retained at the figure of two recruits per annum, the balance of one and two in alternate years being appointed locally in India. It was added that the best way of filling the local appointments would be by selecting the more deserving men of the Subordinate Service.

These proposals were subsequently modified under the orders of the Secretary of State, and it was announced in the Resolution of the 25th August 1892 (copy enclosed) that the Provincial Telegraph Service would be recruited from the students of the Thomason College, Rurki, to which students from the other engineering colleges in India would be admitted and trained in telegraphy. It was laid down that the students must be statutory natives of India; that as an occasional measure, and subject to the approval of the Government of India in each case,

members of the Subordinate Service might be promoted to fill vacancies in the Provincial Service in place of officers appointed direct; and that apart from the rates of pay and the leave and pension rules there should otherwise be no distinction between the members of the Provincial and Imperial Services.

Paragraphs 38-42 of the report of the Telegraph Committee of 1906 (copy enclosed) give the recommendations of that Committee on the subject of recruitment for the Provincial Telegraph Service. It was pointed out that only one member of the Subordinate Service had been promoted to the Provincial Service since such promotion had been recommended as an occasional measure in the orders of 1892. The Committee did not propose any revision of the existing rule, but gave their opinion that, should it be found feasible to make even a very few promotions under it, great encouragement would be given to the whole of the subordinate establishment, and recruitment would be improved. The considered views of the Government of India on the report of the Committee after correspondence with the Secretary of State are expressed in their Resolution dated the 2nd February 1910 a copy of which is enclosed. Paragraphs 18-20 of this Resolution summarise the conditions under which recruitment for the Imperial and Provincial Services is effected. As the orders are clear and definite, it is unnecessary to recapitulate them in this memorandum. Their effect was to provide that, whereas five-eighths of the superior establishment was in future to be recruited in England, one quarter was to be obtained from the Indian Engineering Colleges or technical institutes after nomination by the Director General and approval by the Government of India, the remaining one-eighth being provided by promotion from the subordinate ranks.

Statement E shows the total existing strength of the superior Telegraph Establishment, the total number of Imperial officers now in the service who were appointed before 1892 and the total number of Imperial and Provincial Officers now in the service who were appointed (a) between 1892 and 1903 and (b) after 1903.

Statement F brings up to date the figures, showing the nationality and caste of employés of the Department, which were laid before the Public Services Commission of 1886-87.

In the same year (1910) the Government of India laid down that the principles of promotion enunciated in paragraphs 637-642 (copy enclosed) of the report of the Royal Commission on decentralization in India should in future govern promotions to the rank of Divisional Superintendent in the Telegraph Department. With regard to promotions to the rank of Director, it was at the same time laid down that in selecting officers for these posts, seniority should only be regarded where other qualifications were practically equal, on the understanding "that selection for the post of Director should take place at the stage of permanent appointment and that endeavours should be made to give all apparently eligible candidates a trial in officiating appointments".

STATEMENT A.

Year:	Total number of miles of wire including cable (in thousands of miles).	Total number of Signal Offices (Departmental and combined only).
1885-86 	82	634
1890-91 	114	949
1895-96 	143	1,461
1900-01 	182	1,939
1905-06 	244	2,309
1910-11 	292	2,856

STATEMENT B.

Year.	NUMBER OF MESSAGES.			VALUE OF MESSAGES.		
	Inland. (including Press).	Foreign	Total.	Inland. (including Press).	Foreign	Total.
		<i>In millions.</i>			<i>In lakhs of rupees.</i>	
1885-86	1·9	·4	2·3	26·2	14·1	40·3
1890-91	2·9	·5	3·4	35·8	16·8	52·6
1895-96	4·1	·6	4·7	48·3	23·6	71·9
1900-01	5·5	·9	6·4	67·1	25·6	92·7
1905-06	9·3	1·1	10·4	69·3	23·1	92·4
1910-11	11·7	1·4	13·1	67·5	25·0	92·5

STATEMENT C.

Years.	Total Receipts.	Total Charges.	Total net revenue.
	<i>In lakhs.</i>	<i>In lakhs.</i>	<i>In lakhs.</i>
1885-86 	51	36	15
1890-91 	68	47	21
1895-96 	90	58	32
1900-01 	115	71	44
1905-06 	122	90	32
1910-11 	129	119	10

NOTE.—The increase in total charges is attributed to the following causes:—

- (a) The sinking of capital on the extension of wires and cable (*vide* Statement A) ;
- (b) the increase of establishment necessitated by the opening of fresh offices (*vide* Statement A) ;
- (c) the reorganisation of 1902-03, 1908-09 and 1910-11 under which higher salaries were paid to the staff.

Receipts had not increased in the same proportion owing to the following retarding influences:—

- (i) the reduction of the rates for telegrams between Europe and India from 4 shillings to 2s. 6d. a word in 1902 ;
- (ii) the reduction of inland transit fees owing to the opening of cables which diverted the telegraph traffic to other routes; thus the cable laid between Durban and Perth resulted in a direct exchange of South African-Australian traffic instead of through India; the Pacific Cable between America and Australia, the Commercial Pacific Cable between San Francisco and Manila, and finally the Batavia-Cocos Cable produced the same result ;
- (iii) the introduction of deferred telegrams from 1st January 1904 affected the receipts from inland telegrams ;
- (iv) the inland tariff was again revised in 1909 when deferred telegrams were abolished and only two classes of inland telegrams were retained, namely, the "ordinary" at 2 pice and the "express" at slightly under 2 annas per word ;
- (v) it is possible that the increase in receipts will be still further retarded by the introduction of deferred press telegrams at reduced rates from 1st October 1912.

STATEMENT D.

(List showing the wireless telegraph stations existing since the first station was constructed).

1905-06.	1906-07.	1907-08.	1908-09.	1909-10.	1910-11.
(1) Diamond Island ...	(1) Diamond Island ...	(1) Diamond Island ...	(1) Diamond Island ...	(1) Diamond Island ...	(1) Diamond Island.
(2) Port Blair ...	(2) Port Blair ...	(2) Port Blair ...	(2) Port Blair ...	(2) Port Blair... ..	(2) Port Blair.
(3) Slipper Island ...	(3) Slipper Island ...	(3) Slipper Island ...	(3) Slipper Island ...	(3) Slipper Island ...	(3) Slipper Island.
(4) Saugor Island ...	(4) Saugor Island ...	(4) Calcutta ...	(4) Calcutta... ..	(4) Calcutta... ..	(4) Calcutta.
(5) Sandheads ...	(5) Sandheads ...	(5) Sandheads ...	(5) Sandheads ...	(5) Sandheads ...	(5) Sandheads.
		(6) Bassein ...	(6) Bassein ...	(6) Bassein ...	(6) Bassein.
			(7) Mergui ...	(7) Mergui ...	(7) Mergui.
			(8) Victoria Point ...	(8) Victoria Point ...	(8) Victoria Point.
				(9) Bombay (temporary)	(9) Bombay (temporary).

STATEMENT E.

Statement showing the number of Imperial and Provincial Service Officers now serving in the Indian Telegraph Department and the periods during which appointed.

BEFORE 1892.		1892 — 1903.		Since 1903.		TOTAL EXISTING CADRE.	
Imperial.	Provincial.	Imperial.	Provincial.	Imperial.	Provincial.	Imperial.	Provincial.
18	...	43	12	10	8	71	19
						Total 90*	

* This includes the Electrical Engineer-in-Chief and 5 Electrical Engineers.

The sanctioned cadre is 96, but, in view of the inception of proposals for the amalgamation of the Post Office and Telegraph Department, and the reduction of posts which will be necessary if the scheme is sanctioned, vacancies in the lowest grades have been left unfilled since 1910.

STATEMENT F.

Existing organisation and constitution of the Telegraph Department.

Distribution of the gazetted appointments and of other appointments mentioned in column 2 amongst classes and grades with rate of pay attached to each.	NUMBER OF APPOINTMENTS IN EACH CLASS NOW HELD BY—						
	1 Europeans not domiciled in India.	2 Europeans domiciled in India.	3 Eurasians.	NATIVES OF INDIA.			
				a Hindus.	b Muhammadans.	c Others.	d Total.
SUPERIOR ESTABLISHMENT.							
Director-General, Rs. 3,000—3,500 ...	1	...	...	...	...	...	1
2 Directors, 1st Class, Rs. 2,250 ...	2	...	...	...	...	...	2
2 „ 2nd „ „ 2,000 ...	2	...	...	...	...	...	2
3 „ 3rd „ „ 1,750 ...	3	...	...	...	...	...	3
3 „ 4th „ „ 1,500 ...	3	...	...	...	...	...	3
1 Electrical Engineer-in-Chief, Rs. 1,500—2,250	1	...	...	...	...	...	1
38 Superintendents, Rs. 535—1,250 ...	27	3	1	5	...	2	38
1 Superintendent of Stores, Rs. 535—1,250 ...	1	...	...	...	...	...	1
34 Assistant Superintendents, Rs. 250—800 ...	23	...	...	10	...	1	34
1 Assistant Superintendent Apprentice, Rs. 150	...	...	...	1	...	...	1
5 Electrical Engineers ...	5	...	...	...	...	...	5
1 Superintendent of Workshops ...	1	...	...	...	...	...	1
1 Assistant Director of Traffic ...	...	1	...	...	...	...	1
UPPER SUBORDINATE ESTABLISHMENT.							
8 Deputy Superintendents-General, 1st Class, Rs. 400—25—500 ...	...	1	7	...	...	...	8

16 Deputy Superintendents-General, 1st Class, Rs. 325—15—400	...	...	6	9	1	...	...	16
45 Deputy Superintendents-General, 2nd Class, Rs. 250—15—325	...	...	16	28	...	1	...	45
SIGNALLING ESTABLISHMENT.								
Deputy Superintendents Traffic, 1st Class, Rs. 400—25—500	...	1	2	4	...	...	...	7
Deputy Superintendents Traffic, 1st Class, Rs. 325—15—400	...	...	5	11	1	...	...	17
Deputy Superintendents Traffic, 2nd Class, Rs. 250—15—325	...	...	4	22	4	...	1	31
Deputy Superintendents Technical, 1st Class, Rs. 325—15—400	...	...	...	3	...	...	...	3
Deputy Superintendents Technical, 2nd Class, Rs. 250—15—325	...	...	...	2	1	...	...	3
T. M. Traffic General, Rs. 200—10—250	...	...	5	17	155	14	1	198
„ „ Local, Rs. 130—10—180	...	...	...	3	12	42	...	62
„ Technical, Rs. 200—10—250	...	...	...	4	7	1	...	13
Telegraph Traffic General, Rs. 50 to 200	...	...	10	117	555	22	8	752
„ „ Local, Rs. 35 to 130	...	...	...	5	27	233	6	300
„ Technical, Rs. 50 to 200	...	...	...	2	8	3	...	14
I T. M. General, Rs. 50 to 200	...	...	2	2	10	...	1	16
„ Local, Rs. 35 to 130	...	...	...	...	...	1	...	2
I. T. General, Rs. 50 to 200	...	...	...	8	16	...	...	24
„ „ Local, Rs. 35 to 130	...	...	...	...	...	2	...	2
Native Inspecting Telegraphists, Rs. 40 to 130	...	...	...	...	...	3	2	5
Total	...	...	87	196	877	344	19	88
								1,611

List of enclosures reprinted.

(1) Resolution by the Government of India, No. 913-918-115, dated the 2nd February 1910.

(2) Letter from the Director-General of Telegraphs, No. 348s-G., dated the 20th May 1912.

(3) Resolution by the Government of India, No. 156-T.E., dated the 25th August 1892.

(4) Resolution by the Government of India, No. 922-T.E., dated the 6th July 1903.

(5) Resolution by the Government of India, No. 4276-4280-133, dated the 4th June 1912.

(6) Extract (paragraphs 637-642) from the report of the Royal Commission upon Decentralisation in India.

List of Single-copy enclosures.

(1) Classified List and Distribution
Return of the Establishment of the Tele-
graph Department, corrected to the 31st
March 1912.

(2) Report of the Telegraph Committee,
1906-07.

(3) Annual Report of the Telegraph
Department for the year 1911-12.

No. 913—918—115.

GOVERNMENT OF INDIA.

DEPARTMENT OF COMMERCE
AND INDUSTRY.

TELEGRAPH ESTABLISHMENT.

RESOLUTION.

Calcutta, the 2nd February 1910.

The Government of India have now received the approval of the Secretary of State to the proposals submitted to him for the reorganisation of the Telegraph Department on the lines recommended by the Telegraph Committee of 1906.

2. The existing organisation of the Department is as follows. For Telegraph purposes the whole of India is divided into twenty divisions, each in charge of a Superintendent, an officer of the rank and standing of an Executive Engineer in the Public Works Department. Each division includes two or more minor charges known as sub-divisions, of which there are 73, the more important of them being in charge of Assistant Superintendents, *i.e.*, junior officers of the superior staff, and the less important in charge of Sub-Assistant Superintendents, who are upper subordinates.

In addition to the heads of the Divisions there are eight officers of the same rank who are also immediately subordinate to the Director-General, *viz.*, the four Superintendents in charge of the Calcutta, Bombay, Madras and Agra Offices, the Superintendent of the Check Office, the Electrician, the Superintendent of Stores and the Superintendent of the Workshops. The whole Department is controlled by a Director-General, who is assisted at headquarters by the staff of officers enumerated in the margin.

3. This organisation is in several respects defective. There are as many as twenty-eight subordinate officers, whose powers, are very limited, in direct correspondence with the Director-General; and the latter officer is consequently overwhelmed with a mass of unimportant references. The five officers of the Department next in seniority to the Director-General are all stationed at head-quarters. This concentration of so many of the senior officers at head-quarters and the lack of adequate devolution of responsibility have undoubtedly been prejudicial to the efficient administration of the Department in the past.

- 1 Deputy Director-General.
- 2 Directors for Construction and Traffic.
- 2 Deputy Directors for Construction and Traffic.
- 1 Personal Assistant.
- 1 Superintendent in the Traffic Branch.
- 2 Superintendents also are usually posted to the Direction.

4. The new organisation now approved by the Secretary of State is as follows. The whole of India will be divided into eight circles coterminous with the eight postal circles, each of which includes in its bounds one of the great provinces of India. The officers placed in charge of these circles will bear the title of "Director of Telegraphs" followed by the name of the circle. Arrangements have been made for the delegation to these officers of many of the powers now exercised by the Director General, and after the formation of the circles there will remain in the Direction, in addition to the Director General himself his Personal Assistant, who will be of the rank of an Assistant Superintendent, and the Directors of Traffic and Construction, who will be graded with the heads of circles. Two Assistant Superintendents will also ordinarily be posted to the Direction to work under the Directors of Traffic and Construction. The ten appointments of Director will be interchangeable, and the tenure of the appointments of the Directors of Traffic and Construction and the Personal Assistant will ordinarily be limited to three years.

5. The Telegraph Committee pointed out that, if both divisional and sub-divisional officers were retained while circle officers were created, a fresh link would be added to the official chain of correspondence, and business would be more delayed than under the present centralized system. They therefore proposed that the number of divisions should be increased from 20 to 34 and their area reduced so as to bring them within manageable proportions, and, at the same time, that the existing sub-divisions should be abolished, the officers at present in charge of them being posted to the head-quarters of the Divisional Superintendents. This proposal has been accepted, and effect will be given to it as soon as the necessary arrangements can be made. It will be possible either to place the Assistants to the Divisional Superintendent in charge of specified portions of the divisions, as at present, or, if circumstances render this course preferable, to place one officer in charge of construction work, and another officer in charge of traffic work, but they will in any case be posted to the head-quarters of the Divisional Superintendent, will have no office establishment other than his, and will obtain his orders, when necessary, not by official correspondence, but unofficially either by verbal discussion or by means of unofficial notes. The reduction which will thus be effected in the volume of

routine work will be of great advantage to the Department, and will enable the Divisional officer to maintain a close and salutary control over all the work for which he is responsible. It is not of course intended that as a result of this change officers will remain constantly at headquarters; on the contrary, they should move freely about the division, and it is expected that under the new system the Superintendent will be able to do more touring than at present.

6. An integral part of the Committee's scheme for the better organisation of the Department was the formation of a Technical Branch, consisting of officers and subordinates who would specialize in electrical work, and would be employed solely on duties of a technical kind. This proposal also has been approved. The branch will consist of an Electrical Engineer-in-Chief, five electrical engineers and forty subordinates. The duties which will be assigned to the members of this branch are fully described in paragraphs 22 to 29 of the Committee's Report.

7. The sanctioned number of officers in the Department is at present 101, but this will now be reduced to 96, of whom six will belong to the Technical Branch. Three out of the five appointments by which the establishment is reduced will, however, in future be filled in a different way, so that the staff will actually be reduced by two officers only. The Check Office will be placed in charge of a civil accounts officer, a Chief Store-Keeper recruited outside the Department will replace the present Superintendent of Stores, and the appointment of the Superintendent of the Workshops will also ordinarily be held by an outsider. The number of officers actually employed is at present 103, and some time must elapse before the excess is absorbed. The appointment of a Chief Store-Keeper will, therefore, be kept in abeyance for the present.

8. The question of the pay of the superior officers of the Telegraph Department has engaged the serious attention of the Government of India. They have received at various times petitions from officers of the Department praying that they may be granted the same rates of pay as have already been sanctioned for officers of the Public Works Department. It has been urged that whenever an improvement in the pay and prospects of officers of the Public Works Department has been introduced a similar improvement has also sooner or later

been sanctioned for the Telegraph Department, and on this ground it has been claimed that the revised scales of pay should have effect from the same date in both Departments. The Government of India have carefully considered these requests, but they are unable to accept the conclusion that officers of the Telegraph Department can demand, as a matter of right, the same rates of pay as those in force in the Public Works Department. They do not find that any promise or pledge has at any time been given by Government which would entitle Telegraph officers to expect the same pay as their contemporaries in the Public Works Department, and in fact the rates have been the same, grade for grade, only for a short period of about three years, from 1902 to 1905. At the same time the Government of India attach much weight to the argument which has been admitted on more than one occasion that it is desirable in the interests of efficiency that the prospects of advancement in the Telegraph Department should not be inferior to those in the Public Works Department. Taking all the circumstances of the case into consideration, they decided that an increase in the scale of pay should be granted, and they were of opinion that rates approximating to those which had been introduced in the Public Works Department constituted a liberal, though not unsuitable, scale for the Telegraph Department. They have now obtained the approval of the Secretary of State to the introduction of a time scale of pay for Superintendents and Assistant Superintendents which will take effect from the 19th December 1909, the date on which the Secretary of State's despatch on the subject was received in India. With regard to the claim that the higher rates of pay should be granted to these officers, as well as to those in the administrative grades, with retrospective effect, the Government of India decided after careful consideration that it could not be admitted. The Government desire that this opportunity should be taken of announcing definitely that neither now nor hereafter can the contention be admitted that an improvement in the pay of one of the two departments must necessarily be conceded to the other.

9. The new rates of pay now sanctioned for the whole superior staff are set forth in Appendix I to this Resolution. Except for a difference in the pay of the administrative officers and a modification in the increments of officers of the Provincial Service, these rates are the same as those

already in force in the Public Works Department. Exchange Compensation Allowance will, however, be no longer admissible in the case of any appointment except that of the Director General. The increments will be given for approved service only, but after the first increment has been admitted by the Director General, and subject to the reservations with respect to the maximum pay of Assistant Superintendents explained in the two succeeding paragraphs subsequent increments may be drawn in each class on the date on which they are due, and may be admitted in audit without sanction of higher authority, provided that an order withholding the increment in any particular case has not been issued by the Director General or the Government of India.

10. No officer of the Imperial Service will be promoted to the rank of Superintendent of Telegraphs until he is in permanent charge of a division. No Assistant Superintendent in the Imperial Service will be permitted to draw more than Rs. 660 a month until he is reported fully qualified for the charge of a division, nor will any such officer draw more than Rs. 800 a month unless he holds a divisional charge, or a charge which is recognised as of equal importance. An Assistant Superintendent of less than eight years' service officiating in charge of a division will draw, in addition to his substantive pay, an officiating allowance of Rs. 100 a month, subject to a maximum salary of Rs. 700. Temporary promotion to the rank of Superintendent will be abolished.

11. An officer of the Provincial Service will be eligible for appointment as Director of Telegraphs, if fully qualified to perform the duties attaching to the appointment; and of the thirty-four divisions now established, twelve will ultimately be filled by officers of that service, as soon as there are twelve officers of sufficient standing, who are certified to be fit for divisional charge. The increase, up to twelve, of the divisional charges entrusted to Provincial officers will, however, necessarily be made gradually owing to the paucity of such officers at present in the service who are qualified to hold charge of a division. Promotion to the rank of Superintendent in the Provincial Service will be dependent on—

- (1) the existence of a permanent vacancy in one of these twelve charges;
- (2) the possession of the necessary qualifications for the charge of a division.

An Assistant Superintendent officiating in charge of a division will receive an officiating allowance of Rs. 100 subject to a maximum salary of Rs. 650. No Assistant Superintendent will be allowed to draw more than Rs. 600 until he is declared to be fully qualified for the charge of a division, nor will any such officer draw more than Rs. 650 unless he holds a divisional charge or a charge which is recognised as of equal importance. Temporary promotion to the rank of Superintendent will be abolished. All officers of the Provincial Service now in the Department are given the option of electing for these new conditions of service. If election is made within two months from the date of this Resolution, it will take effect from the 19th December 1909, the date from which the new scale is sanctioned; otherwise with effect from the date of election. A reasonable extension of time, at the discretion of the Director-General, may be permitted in the case of officers on leave or on foreign service out of India.

12. It is expected that leave vacancies can be filled satisfactorily by Assistant Superintendents of not less than six years' service in the Imperial Branch, and of not less than twelve years' service in the Provincial Branch. If, however, owing to a shortage of officers this should not in any case be possible, acting appointments as Superintendent may be given to selected Deputy Superintendents.

13. The rates of pay sanctioned for the superior staff generally are subject to some modification in the case of the Technical Branch. The pay of the Electrical Engineer-in-Chief will start on Rs. 1,500, the minimum pay of a Director, and will rise by five annual increments of Rs. 50 and five of Rs. 100 to Rs. 2,250, the maximum pay of a Director. The remaining officers of the Technical Branch, who will be styled Electrical Engineers, will draw the same rates of pay as the officers employed in the general line, according as they belong to the Imperial or Provincial Services, except that the reservations with respect to the maximum pay of Assistant Superintendents explained in paragraphs 10 and 11 above will not apply in their case. Any officer found unsuited to the Technical Branch will be transferred to the General Branch.

14. The members of the Technical Branch will be specially recruited for it and, subject to the reservation mentioned in the preceding paragraph, will

ordinarily remain in it for the whole of their service. But the Government of India must reserve to themselves the right to transfer at any time any officers to the general line from the Technical Branch, should they consider it necessary to do so, and in the event of promotion in the Technical Branch being seriously blocked, they will be prepared to consider the question of allowing an officer to leave it and enter the ordinary line. The officers who are already in the Department and employed on technical work will be given the option of entering the new branch or of returning to divisional work. In the case of those electing the former alternative, the choice will be final; but officers who prefer the General Branch may continue to be employed on technical work, until the occurrence of vacancies in the superior staff gives the opportunity of recruiting other officers in the Technical Branch, and when this can be arranged they will finally leave it.

15. In the case of both Imperial and Provincial Service officers all time spent on leave with allowances, on foreign service, and on deputation on special duty, will count as service for increments on the time scale in the absence of orders in any particular case to the contrary. In regard to the date on which increments become due, the rule in the Civil Service Regulations, Article 151, will apply. This will not, however, in any way affect the question of relative seniority which, as at present, will be regulated by the date or order of permanent appointment as the case may be.

16. The Director General will determine the initial salary to be drawn by each officer on the new scales of pay, which will ordinarily be the maximum admissible for his length of permanent service. It should be understood, however, that no officer whose promotion has been retarded in the past is, by reason of length of service, entitled to claim a higher rate of pay under the new scales than that admitted to the officer immediately above him in the seniority list.

17. The question of the appointments under the revised organisation which should be substituted for the appointments in which approved service under the existing system counts towards the special additional pension referred to in Articles 642 and 643 of the Civil Service Regulations, is engaging the separate consideration of the Government of India. Orders on this point will be communicated to the Director General of Telegraphs in due course.

18. In paragraphs 38 to 42 of their report the Telegraph Committee discussed the system under which the Provincial Branch of the superior staff of the Department was recruited and made proposals for its improvement. The present system consists in the maintenance of a special class for the training of candidates for the Telegraph Department at Rurki. Entrance to the class is obtained by the Rurki Entrance Examination, or on the nomination of the heads of the other Engineering Colleges. On the conclusion of the period of training the candidates compete for appointments in the Department. Criticism has been directed to several features of the system. It has been found that hitherto the Telegraph class at Rurki has failed as a rule to attract candidates from more than one province, that there has been a complete absence of healthy competition, that the small size of the class has made it difficult to make satisfactory arrangements for it, and that the College authorities themselves would prefer to see the arrangements altered. The Government of India are satisfied that the present methods of recruitment are not productive of good results and that it is necessary to make some new arrangement.

19. Hitherto the maintenance of a special class at one college for the training of candidates for the Telegraph Department has been necessitated by the fact that the other colleges did not make any provision in their ordinary curriculum, for training in electrical engineering. This condition of things is, however, rapidly disappearing, and in the course of a few years the need for a special class will probably cease to exist. The Committee, recognizing this fact, based their scheme on the likelihood that before long the Engineering Colleges will be able to maintain thoroughly equipped classes in electrical engineering, quite apart from the requirements of the Telegraph Department, and recommended that appointments should be made by selection from the graduates in the engineering classes in any College which gives a suitable and adequate training in electrical engineering. This proposal has been approved subject to the modification that applications for appointment will be open to all competitors, whether educated at Engineering Colleges or Technical Institutes or in Europe. The Director General will nominate, for the approval of the Government of India, after the candidates have been interviewed by himself or some high officer of the Department, the one who,

in his opinion, is best fitted for employment in the Telegraph Department having regard not only to his educational qualifications, but also to his physique, moral character, habits of activity and gentlemanly bearing. The new system cannot be introduced at once, as in fairness to the students now in the special telegraph class at Rurki one appointment must be offered for competition this year. No appointment therefore can be made under the new system until 1911 at the earliest, and even then the present excess in establishment must first be absorbed before recruitment under the new system can commence.

20. Under the existing rules the number of officers admitted to the Provincial Service is two and one in alternate years; on the assumption that the annual recruitment of four officers is necessary to keep the Department up to its proper strength. The Provincial Service will therefore eventually constitute three-eighths of the superior staff. As an occasional measure, a Sub-Assistant Superintendent of marked ability and merit may under the present system be promoted to a suitable grade of the Provincial Service. Only one officer has actually been promoted to the superior staff under this rule, which has therefore practically been a dead letter. The Committee, in paragraph 42, expressed the hope that, if the methods for the selection and training of Sub-Assistant Superintendents were improved as they proposed, suitable candidates for promotion to the Provincial Service might be found within the Department. They did not propose that the rule should be revised, but pointed out that even a very few appointments made under it would be a great encouragement to the whole subordinate staff. The Government of India are in entire sympathy with the Committee's recommendation, but they consider that the rule should be revised and that the claim of the subordinate ranks to share in the higher appointments should be distinctly recognized. It has therefore been decided that in future, while five-eighths of the superior establishment will still be recruited in England, one-fourth will be obtained from the Indian Engineering Colleges or Technical Institutes in the manner explained in paragraph 19 above, and one-eighth will be provided by promotion from the subordinate ranks. This arrangement will result in the promotion of a subordinate once in every two years on the average as soon as the excess in the sanctioned number of officers mentioned in paragraph 7 of this Resolution is absorbed.

21. There are at present seventy-two sanctioned appointments of Sub-Assistant Superintendents equally divided between two grades. The pay of the second grade is Rs. 250 rising to Rs. 275 by five annual increments of Rs. 5, and that of the first grade Rs. 275 rising to Rs. 350 by five annual increments of Rs. 15. A Sub-Assistant who has drawn the maximum pay of the first grade for five years may be granted a first increment of Rs. 50, and after five years' service on Rs. 400 a second special increment of the same amount. These officers will in future be styled Deputy Superintendents, and the rates of pay will be assimilated to those already in force for officers of the same standing in the Traffic Branch. The rates of pay now sanctioned are set forth in Appendix II to this Resolution. Twenty-four Deputy Superintendents will be placed in the first class and forty-eight in the second. Eight of the officers in the first class will be eligible to rise to a higher maximum of Rs. 500. The allowance of Rs. 30 a month drawn at present by Sub-Assistant Superintendents in charge of sub-divisions will disappear with the sub-divisions.

22. In the Technical Branch there will be as already stated forty subordinates. Six of these officers will be of the rank of Deputy Superintendent, three in the first class and three in the second. One officer in the first class will be eligible to rise to the higher maximum of Rs. 500. The remaining thirty-four officers will be granted an allowance of Rs. 20 a month in addition to their scale pay as telegraphists, and as no distinction of duties will exist similar to that which separates Telegraph Masters from telegraphists, they will continue to draw their increments, after reaching the maximum for the telegraphists' scale, subject however, to the proviso that the total of pay and allowance does not exceed Rs. 250 a month. The new rates of pay are set forth in Appendix III to this Resolution.

23. The establishment of the Circle and Divisional organisation herein described and the institution of the Technical Branch will take effect from the 1st April 1910, from which date the revised rates of pay will come into force, except in the case of Superintendents and Assistant Superintendents, who will come on to the new time scale with effect from the 19th December 1909. It may not be possible to effect the abolition of all the sub-divisions by the 1st April 1910, and the allowance of Rs. 30 a month referred

to in paragraph 21 above will continue to be drawn by the Sub-Assistant Superintendents in charge of such sub-divisions as are not abolished by that date, subject to a time limit of three months thereafter.

24. In this Resolution several of the minor details of the scheme of reorganization have been omitted. Orders will be communicated to the Director General regarding these points separately.

ORDERED that this Resolution be published in the *Gazette of India* for general information; and that it be communicated to the Home, Finance and Public Works Departments of the Government of India, to the Director General of Telegraphs, and to the Examiner of Telegraph Accounts.

W. MAXWELL,

*Offg. Secretary to the Government of
India.*

APPENDIX I.

*Rates of pay of the Superior Staff of the
Indian Telegraph Department.*

Imperial Service.			Provincial Service.		
84 Assistant Superintendents and Superintendents—					
		Rs.			Rs.
1st year of service		380	1st year of service		250
2nd	Ditto	420	2nd	Ditto	275
3rd	Ditto	460	3rd	Ditto	300
4th	Ditto	500	4th	Ditto	325
5th	Ditto	540	5th	Ditto	350
6th	Ditto	580	6th	Ditto	375
7th	Ditto	620	7th	Ditto	400
8th	Ditto	660	8th	Ditto	425
9th	Ditto	700	9th	Ditto	450
10th	Ditto	750	10th	Ditto	475
11th	Ditto	800	11th	Ditto	500
12th	Ditto	850	12th	Ditto	525
13th	Ditto	900	13th	Ditto	550
14th	Ditto	950	14th	Ditto	575
15th	Ditto	1,000	15th	Ditto	600
16th	Ditto	1,050	16th	Ditto	625
17th	Ditto	1,100	17th	Ditto	650
18th	Ditto	1,150	18th	Ditto	675
19th	Ditto	1,200	19th	Ditto	700
20th and following years of service.		1,250	20th	Ditto	725
			21st	Ditto	750
			22nd	Ditto	775
			23rd	Ditto	800
			24th	Ditto	825
			25th	Ditto	850
			26th	Ditto	875
			27th and following years of service.		900
3 Directors, 4th Class		1,500	Director, 4th Class		1,200
3	"	3rd	"	3rd	1,400
2	"	2nd	"	2nd	1,600
2	"	1st	"	1st	1,800
1 Electrical Engineer-in-Chief		1,500			
		50-1,750—			
		100-2,250			
1 Director-General		3,000			
—			—		
96					

APPENDIX II.

*Rates of pay of Deputy Superintendents
of the General Branch.*

				Rs.
8	Deputy Superintendents, 1st Class			400—25—500
16	"	"	" "	325—15—400
48	"	"	2nd "	250—15—325
—				
72				
—				

APPENDIX III.

Rates of pay of the Technical Branch.

	Rs.
1 Deputy Superintendent, 1st Class.	400--25--500
2 Deputy Superintendents, 1st Class.	325--15--400
3 Deputy Superintendents, 2nd Class.	250--15--325
34 Telegraphists (Technical)	Scale pay as telegraphist or Telegraph Master <i>plus</i> an allowance of Rs. 20 (Subject to a maximum of Rs. 250).

No. 348-s. G., dated Simla, the 20th May 1912.

From—The HON'BLE SIR CHARLES STEWART-WILSON, K.C.I.E., Director-General of Posts and Telegraphs,

To—The Secretary to the Government of India, Department of Commerce and Industry.

With reference to the resolution of the Government of India in the Department of Commerce and Industry No. 830-833, dated the 24th of January 1912, I have the honour to recommend that an experiment in amalgamating the postal and telegraph services should be tried in the Bombay and Central Circles from 1st July next. The object of the experiment is to separate the Traffic from the Engineering work of the Department. It is proposed to entrust the traffic administration of these Circles to the two Post Masters General, and to place the Engineering work of *both* Circles in the charge of *one* officer of the Telegraph Department, directly subordinate to the Director General. It is, therefore, essential that the circles chosen for the purpose of the experiment should adjoin each other and I have selected the Bombay and Central Provinces Circles as they represent different types of country in relation to both telegraph and postal work and so will afford a fair test of the success of the experiment.

The former is in charge of a Postal Officer, Mr. Doran, while the latter is administered by Mr. Sutherland, a Telegraph officer who was recently appointed to act as Post Master General and has now obtained a fair grip of Post Office work. Thus, on the conclusion of the experiment, I shall be in a position to furnish Government with the views of an experienced officer of each department on the tentative scheme of amalgamation in these circles.

2. The readjustment of staff and duties which will be necessary to give effect to the experimental amalgamation proposed has been discussed in detail with these two officers and the Telegraph Directors of both Circles whom I recently summoned to Simla for this purpose as well as with the three Heads of the Telegraph Department at Head Quarters, and, after most careful consideration of their views, I am of opinion that the arrangements described below in which they unanimously concur should be adopted. In making these proposals the necessity of causing as little dislocation as possible has been steadily borne in mind and no changes of a doubtful character have been suggested, as a few months' experience will

show what readjustments of staff and duties are required. The scheme proposed is shortly as follows :—

I.—Staff.—The whole of the *construction and maintenance* work in both circles to be supervised and controlled by one officer with his head-quarters at Bombay. This officer to work directly under my orders and to be styled *Superintending Engineer, Telegraphs*, and given the assistance of one *Deputy Superintendent, General*, as *Personal Assistant*.

Subordinate to the *Superintending Engineer* to be four *Superintendents of Telegraphs* stationed at Bombay, Ahmedabad, Nagpur and Ajmer, each of whom to be in charge of the construction and maintenance work of a definitely defined division.

The *Superintendents* in charge of the Bombay, Ahmedabad and Nagpur Divisions each to be given two assistants (*Assistant Superintendents* or *Deputy Superintendents, General*), and the *Superintendent* in charge of the Ajmer Division to be given one assistant. These seven assistants to be posted to the head-quarters of their respective divisions or to out-stations as decided by the *Superintendent* with the approval of the *Superintending Engineer*.

The *Traffic* work of the two circles to be under the *Post Master General* in each circle, and the staff of the *Post Master General* to be increased temporarily by the addition, in the Bombay Circle, of a *Superintendent of Telegraphs* and four *Assistant* or *Deputy Superintendents* and in the Central Circle, by a *Superintendent* and three *Assistant* or *Deputy Superintendents* to be styled *Traffic Managers* and *Assistant Traffic Managers*, respectively. The question of the exact duties to be performed, and the powers to be exercised, by these officers to be left to *Post Masters General* to decide, but two of the *Assistant Traffic Managers* in each circle to be constantly on tour, and the work of the proposed *Traffic Branch* to include the work connected with the telegraph side of combined offices now performed by the existing staffs of the *Post Masters General*.

II. Duties.—The *Engineering Branch* to be responsible only for the design, construction and maintenance of the telegraph and telephone lines, and the work at present done by the *Technical Branch* such as the fitting up of telephone exchanges, the erection and maintenance

of power plant, etc., to remain unchanged for the present. The control of the line staff to be solely in the hands of the Engineering Branch and each Divisional Superintendent to be given the assistance of one Inspecting Telegraph Master or Inspecting Telegraphist especially for the disposal of interruption reports. Inspecting Telegraph Masters and telegraphists at present employed on railway and canal lines, whose work is practically all engineering work, also to remain under the Engineering Branch.

All the remaining work of the two Telegraph Circles, including testing and also work connected with combined offices except first fitting, to be under the Post Master General, and all accounts work unconnected with construction and maintenance now done by Circle Directors and Divisional Superintendents to be done by Post Masters General. Telephone systems, except lines, to form part of central telegraph offices and to be under the control of the officers in charge of those offices. Telegraph Masters to be allowed to order out line staff for interruptions when faults have been localised reporting the fact to the Divisional Superintendent concerned and to the Post Master General. The inspection of departmental, combined and private offices to be under the Post Masters General but the number of Inspecting Telegraph Masters and telegraphists to be restricted to the number required for inspection work, pure and simple, and Post Masters General to be instructed that, if the sanctioned staff of these officers, after providing for the requirements of the Engineering Branch referred to above, is found to be insufficient for the inspection work of the Traffic Branch, the question whether some of this work cannot be carried out by the postal inspecting staff should be considered before an increase is applied for.

III. Correspondence.—For correspondence connected with Engineering, the Superintending Engineer to take the place of the Circle Directors, and in the case of correspondence regarding traffic, the place of the Directors to be taken by the Post Masters General. The Post Masters General and the Superintending Engineer to work in the closest possible relationship and no official correspondence between them to be allowed. All questions for settlement to be decided in personal discussion and where this is not practicable by unofficial notes. The Post Master General, Bombay, to provide accommodation for the Superintending Engineer and his office staff.

Departmental telegraph offices to correspond only with the Post Master General of the Circle and then direct and not to be allowed (whether in charge of a superior office or not) to correspond direct with the Engineering Branch, except as regards bad working of lines and interruption reports (in which cases copies of the correspondence will go to the Post Master General), the Electrical Engineer-in-Chief or the Director General. The correspondence of combined offices to be conducted as at present. Inspection reports on departmental, combined and private offices to be addressed to Post Masters General. All questions connected with traffic whether from within or without a Circle which are now referred to the Director and Divisional Superintendents including requisitions for new offices and the opening of combined offices, to be addressed to the Post Master General.

All town departmental offices to be under the officers in charge of the central telegraph offices, and all combined offices to be grouped under departmental offices for the disposal of current traffic and the working of the circuits generally, on the strict understanding that non-gazetted officers in charge of departmental offices will not be allowed to visit these combined offices personally.

IV. Powers.—The Superintending Engineer of the two circles to exercise all the powers of a Circle Director as regards construction and maintenance and the establishments connected therewith, and the powers of Divisional Superintendents in these respects to remain unchanged.

All the powers now exercised by Directors and Divisional Superintendents except those relating to construction and maintenance work, to be exercised by the Post Masters General, but the Superintendent of the Bombay Central Office to continue to exercise the powers of a Divisional Superintendent in all matters not connected with engineering.

V. Clerical Staff.—The clerical staff of the new Traffic Branches in the offices of the Post Masters General to consist, in the case of the Bombay Circle, of twelve clerks and, in the case of the Central Circle, of six clerks, all drawn from the present telegraph Circle and Divisional offices. The remaining twenty-six permanent clerks now employed in the Circle and Divisional offices to be distributed five to each of the Offices of the Superintending Engineer and the Superintendents of Telegraphs at Ahmedabad, Nagpur and Ajmer, and six to

the office of the Superintendent of Telegraphs at Bombay. It is not possible to say definitely whether all these clerks will actually be required, but the distribution proposed has the effect of providing for the employment during the experiment of the permanent clerks of the Circle and Divisional offices whose services have to be retained under the terms of the Government of India Resolution. There are also eleven temporary clerks employed at present in the Circle and Divisional offices, but the records of those offices will have to be distributed between the Superintending Engineer, the Post Master General and the Divisional Superintendents of Telegraphs, according to subject, and any temporary clerks still employed on the 1st July can probably be provided for for some time in connection with the transfer of these records.

3. Under the arrangements proposed above the duties and responsibilities of the Post Masters General, Bombay and Central Circles, will be materially increased and I strongly recommend that, while the experiment is being made, they should each be granted a special allowance of Rs. 300 a month. Against the additional expenditure involved by the grant of these allowances there will be an immediate saving in the Telegraph Department proper of the acting allowances of the officer who would otherwise officiate as Director of Telegraphs, *vice* Mr. Goodall, who proceeds on long leave on the 10th July and whose vacancy in the 4th class of Directors I propose should be left unfilled so long as a Post Master General's appointment is held by Mr. Sutherland or some other officer of the Telegraph Department. As the Government of India are aware, the appointment held by Mr. Sutherland is one usually filled by a member of the Indian Civil Service, and as he was specially chosen for it in view of the impending amalgamation, I consider that the officers of the Telegraph Department and the Post Office will have no grounds for complaining that the terms of the Resolution referred to at the commencement of this letter have been departed from, if the Post Master General's appointment held by Mr. Sutherland is counted as one of the ten highly paid appointments of the Telegraph Department.

The existing Telegraph Department staff of the Bombay and Central Circle

(excluding the staff of telegraph offices)
is—

	2 Directors,
	7 Superintendents and Assistant Superintendents in charge of Divisions,
	2 Assistant Superintendents,
	15 Deputy Superintendents (General),
Total	26

and the staff which I propose should be
allowed during the experiment is—

	1 Superintending Engineer, Tele- graphs,
	4 Superintendents of Telegraphs in charge of Divisions,
	7 Assistants to Superintendents,
	1 Personal Assistant to the Superin- tending Engineer,
	2 Traffic Managers (Superintendents),
	7 Assistant Traffic Managers,
Total	22

In connection with these proposals I recommend that Mr. Lees, Director of Telegraphs, Bombay Circle, be transferred to the Madras Circle to relieve Mr. Goodall on the 10th July, and that Mr. Coode, Director of Telegraphs, Central Circle, be placed in charge of the duties of the proposed appointment of Superintending Engineer, Telegraphs, on his own salary. The remaining three officers rendered superfluous by the experimental amalgamation will be Deputy Superintendents, General, and they will be employed in leave vacancies or kept as a reserve as may be found convenient. Such a reserve is very necessary.

4. I also recommend that any clerks whom it may be found necessary to transfer over long distances be granted the concessions sanctioned in the case of clerks transferred on the occasion of the reorganisation of the Telegraph Department in 1910. In some cases, for example in the case of clerks transferred to Bombay from less expensive stations, it may be found necessary to recommend some special treatment in the form of personal allowances during the period of experiment, but consideration of this question must be postponed until the clerks required for the various offices have been actually selected.

5. If the arrangements suggested in this letter are approved by the Government of India, I shall take steps to inform the Bombay and Karachi Chambers of Commerce, the Indian Merchants' Chamber of Commerce, Bombay, the Bombay Mill-owners' Association, the Trades Association, the public at large in the Bombay Presidency and the Central Provinces, and the Post Office and Telegraph Department generally of the experimental changes, and I request that the Local Governments and Foreign Department may also be addressed on the subject by Government. I propose to submit a report on the working of the experimental amalgamation by the end of six months, and I recommend therefore that the arrangements proposed be sanctioned for six months and that at the end of that period they may be allowed to remain in force until the question of their permanency has been decided.

41.

No. 156-T. E.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

TELEGRAPH ESTABLISHMENT.

Simla, the 25th August 1892.

RESOLUTION.

Formation of a Provincial Service
recruited in India for the Superior
Establishment of the Indian Tele-
graph Department.

Read—

Paragraph 127 of the Report of the
Public Service Commission.

Despatch to the Secretary of State,
No. 14 Telegraph, dated 8th September
1890.

Despatch from the Secretary of State,
No. 23 Telegraph, dated 27th November
1890.

Despatch to the Secretary of State,
No. 17 Telegraph, dated 15th September
1891.

Despatch to the Secretary of State,
No. 68 Public Works, dated 15th Septem-
ber 1891.

Despatch from the Secretary of State,
No. 59 Public Works, dated 8th October
1891.

Despatch to the Secretary of State,
No. 22 Telegraph, dated 2nd December
1891.

Despatch from the Secretary of State,
No. 4 Telegraph, dated 18th February
1892.

Despatch from the Secretary of State,
No. 7 Public Works, dated 18th February
1892.

Letter from the Director General of
Telegraphs, No. 203-E.T., dated 14th
April 1892.

Letter to the Director General of Tele-
graphs, No. 108-T.E., dated 8th June
1892.

Paragraph 3 of Despatch from the
Secretary of State, No. 16 Telegraph,
dated 16th June 1892.

Letter from the Director General of Telegraphs, No. 255-E.T., dated 3rd August 1892, and enclosure.

The following regulations, which are the outcome of the recommendations of the Public Service Commission for the future appointment of officers in India to the Superior Establishment of the Indian Telegraph Department from the Civil Engineering Colleges of India, have been approved by the Secretary of State for India :—

I. A Provincial Service recruited in India shall be established on a rate of pay differing from that of the Imperial Service recruited in England. This service shall be under the leave rules of Indian Services, Chapter XIV, and under the General Pension Rules, Part IV, of the Civil Service Regulations. In all other respects there shall be no distinction between the members of this Service and those of the Imperial Service.

II. The rates of pay of the Provincial Service shall be as follows :—

		Rs.
Director General		
Class I ... 3,000 a month	These are the rates of pay of the present Establishment, and will continue to be the rates for both Imperial and Provincial officers in these classes.	
Deputy Director General		
Class II ... 2,000 a month		
		Rs.
Director	Class III ...	1,050 a month.
Superintendent	" IV, 1st Grade	850 "
"	" " 2nd "	675 "
"	" " 3rd "	575 "
Assistant Superintendent	" V, 1st "	475 "
"	" " 2nd "	375 "
"	" VI, 1st "	275 "
"	" " 2nd "	225 "

III. The recruitment for the Provincial Service shall be from students of the Thomason College at Roorkee. Students from the other Engineering Colleges in India wishing to enter the Telegraph Department will be admitted to the Thomason College for training in telegraphy.

The students must be natives of India as defined in the Statute 33 Vict., Cap. 3, section 6.

The number of appointments offered shall ordinarily be two and one in alternate years; but these numbers may be varied according to the requirements of the Department, due notice whereof will be given.

- IV. Candidates for employment in the Telegraph Department shall undergo a course of training for two years at the Thomason College similar to that prescribed for Assistant Engineers, but with such modifications as the Director General of Telegraphs in consultation with the Principal of the College may find to be necessary. They shall also be required to obtain certificates of proficiency in the same manner as Assistant Engineers. Qualified students who may be selected for appointment to the Telegraph Department shall be first appointed as apprentices on Rs. 100 a month, and shall remain on probation until they have proved their thorough fitness for service in the Department. They shall then be promoted to Assistant Superintendent, Class VI, 2nd grade, on Rs. 225 a month. If they are not recommended within three years for promotion to Assistant Superintendent, Class VI, 2nd grade, they shall be liable to removal from the Department.
- V. The rules contained in the Civil Service Regulations, which are applicable to apprentice Engineers in the Public Works Department, shall also be applicable to apprentice Assistant Superintendents in the Telegraph Department.
- VI. As an occasional measure, and subject to the approval of the Government of India in each case, a Sub-Assistant Superintendent who has displayed marked ability and merit may be promoted to a suitable grade of the Provincial Service, and may be granted a personal allowance to protect him from loss of pay.
- VII. After an officer has been appointed under these regulations to a grade not below that of Assistant Superintendent, Class VI, 2nd grade, he shall belong to the General Graded Superior Establishment of the Indian Telegraph Department. He shall, if qualified, rise in the grades by promotion, and, as regards the higher grades, by special selection under the present rules, and shall receive the rate of salary laid down in regulation II above according to his grade.

ORDER.—Ordered, that this Resolution be forwarded to the Director General of Telegraphs for information and guidance, and that it be published in Part I of the *Gazette of India*.

Ordered also, that it be forwarded to the Secretary of State for India, the Finance and Commerce and Home Departments, and the Accountant General, Public Works Department, for information.

F. L. O'CALLAGHAN,

Secretary to the Government of India.

Documents accompanying.

Nil.

No. 922-T.E.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

TELEGRAPH ESTABLISHMENT.

Simla, the 6th July 1903.

RESOLUTION.

Under the orders of Public Works Department Resolution No. 19-T.E., dated 7th January 1901, the ultimate strength of the Superior Establishment of the Indian Telegraph Department was, with the sanction of the Secretary of State, increased from 86 to 101 officers ; the increase of 15 being wholly in the grades of Assistant Superintendent.

2. The great expansion of the Department has, however, for some time past, forced the Government of India to admit the necessity for increasing the number of higher posts in order to maintain efficiency. The growth of all the divisions, notably those of the Punjab, Bengal, Bombay, Madras, Assam, and Eastern Bengal, has been so great as to render it impossible for one Superintendent to manage his charge in a thoroughly efficient manner. The mileage of posts has increased from 17,232 to 52,909, the mileage of wire from 39,113 to 170,776 and the number of telegraph offices of all kinds from 423 to 5,420 during the period from 1877 to 1900, while there has been no corresponding increase in the number of divisions which are now, as in 1877, only 16. A redistribution and an increase in the number of Superintendents' charges are therefore urgently called for in the interests of efficient administration. The Government of India, therefore, considered that five new divisions should be formed immediately.

3. It has also been represented by the Director General that the direction required to be strengthened. The existing staff of the Director General of Telegraphs' Office is stated to have been, for some time past, barely sufficient to carry out the ordinary routine work at high pressure ; leaving no time for the initiation of schemes for improvements, tours of inspection, etc. The Government of India, therefore, proposed that it should be increased by the addition of two officers with the designation of Deputy Directors.

4. The above proposals will have the effect of increasing the number of charges above the rank of Assistant Superintendent by seven,* that is, from 31 to 38.

*2 Deputy Directors.
5 Superintendents.

The present and proposed distribution of the appointments above the grade of Assistant Superintendent are shown in statement C accompanying this Resolution.

It was further considered that the pay of the two Directors should be raised from Rs. 1,600 to Rs. 1,800 a month; that the pay of the Deputy Directors should be Rs. 1,600; and that the four Chief Superintendents whose pay is now Rs. 1,125—75—1,500 should be formed into two classes with two Chief Superintendents in each on rates of pay of Rs. 1,250 and Rs. 1,400 a month, respectively.

Under this arrangement the organization of appointments and classes above that of Superintendent will be as follows :—

	Rs.
1 Director General	on 3,000
1 Deputy Director General	„ 2,000
2 Directors, each	„ 1,800
2 Deputy Directors, each	„ 1,600
2 Chief Superintendents, 1st class, each ..	„ 1,400
2 „ „ „ 2nd „ „ „	„ 1,250

5. In dealing with the grades of Superintendent and Assistant Superintendent, the Government of India considered it necessary to devise an organization which would produce a fair and reasonable rate of promotion through those grades for some years to come, while the establishment is in an abnormal condition owing to irregular recruitment in the past, and also in future years when it has settled down into its normal state. That is to say, they desired to prevent, so far as may be possible, a period of rapid promotion followed by a period of comparative retardation. While, therefore, increasing, as stated above, the number of appointments in the higher grades, and also improving the ultimate scale of the Superintendent and Assistant Superintendent grades so as to give a better rate of promotion than the present sanctioned scale allows, they considered it necessary to prevent an abnormal acceleration of promotion in the Superintendent and Assistant Superintendent grades by the introduction of a time limit of service, as well as a limiting scale for promotion, within these grades. With this view they recommended that the ultimate scale for

the Superintendent and Assistant Superintendent grades should stand as below :—

Superintendents, 1st grade	...	...	23
" 2nd "	...	...	13
Assistant Superintendents, 1st grade	...	...	9
" " 2nd "	...	...	19
" " 3rd "	...	...	13
" " 4th "	...	...	14
			—
TOTAL	...	...	91
			—

but they further proposed that the selection of officers for future promotion to each grade, within the above limiting scale, should be subject to a time rule or qualification, dependent on total service in the Department, or in the successive grades, according to the following scale :—

	Years' service from date of entering Assis- tant Superin- tendent, 4th grade.	Years' service in the grade below.
Time qualification for promo- tion to Assistant Superinten- dent, 3rd grade, after ...	3	or 3
Time qualification for promo- tion to Assistant Superinten- dent, 2nd grade, after ...	6½	" 3½
Time qualification for promo- tion to Assistant Superinten- dent, 1st grade, after ...	11	" 4½
Time qualification for promo- tion to Superintendent, 2nd grade, after ...	14½	" 3½
Time qualification for promo- tion to Superintendent, 1st grade, after ...	19	" 4½

Note.—If, however, an officer eligible for promotion under the time rule is not promoted for any reason, such as not being recommended or being otherwise superseded, for each officer so passed over another officer may be promoted within the measure of the limiting scale.

The result of this rule will be that the actual scale will be the same as if all the officers eligible were promoted, so far as the limiting scale permits.

Under this rule any officer not qualified by length of service may be promoted in place of an officer who is eligible by the time rule, but not equally eligible with the former under the rule of selection.

One effect of the operation of the above time rule will be that the number of officers in the Superintendent grades will for some time to come be less than 28, which, with the ten appointments down to and including the Chief Superintendents, make up the number of 38 charges above the rank

of Assistant Superintendent (*vide* statement C). In fact, for the present, the number of officers in the two Superintendent grades will probably not exceed 21, which is the number that will remain in those grades after carrying out the promotions in the grades above the Superintendent grade.

It was further proposed that officiating and temporary promotions should continue to be made from the rank of Assistant Superintendent to that of Superintendent, and from the rank of Superintendent to that of Chief Superintendent and to appointments above that rank according to present rules, within the scale produced, in the Superintendent class, by operation of the time rule and limiting scale; but that Assistant Superintendents, 1st grade, holding Superintendents' charges, when not temporarily promoted under the new scale, should draw a charge allowance of Rs. 50 a month in addition to pay of Rs. 700, and similarly that Assistant Superintendents, 2nd or lower grade, in the same position should receive a charge allowance of Rs. 150 per mensem in addition to grade pay.

It was also proposed that the four grades of Assistant Superintendent should form one class instead of two as at present. The result of this will be that temporary promotion from Assistant Superintendent, 3rd grade [old class VII (1)], to Assistant Superintendent, 2nd grade [old class VI (2)] will be no longer admissible.

The proposed scale (ultimate) as compared with the present ultimate sanctioned scale is shewn in the appended statement A; while the scale that will result from the immediate application of the new scheme including the time rule, as compared with the present actual scale, is shewn in statement B.

6. The above proposals were placed before the Secretary of State and have been approved by His Lordship. They will have effect from the 16th March 1903, the date of receipt of His Lordship's Despatch sanctioning the reorganization.

7. In consequence of the abolition of the present class VII, consisting of the two lowest grades of Assistant Superintendents, certain officers who are now temporary or officiating in the new 2nd grade of Assistant Superintendent would revert on the introduction of the scheme. They are, however, permitted to retain their temporary or officiating steps, until they would have reverted in the ordinary course under the old rules, on the cessation of the acting vacancies.

* With copy of Despatch Nos. 345 and 7 Tel., dated, respectively, the 4th December 1902, and 27th February 1903, to and from the Secretary of State.

ORDER.—Ordered that this Resolution be communicated to the Accountant General, Public Works Department, and to the Director General* of Telegraphs for information and guidance; and to the Finance and Commerce Department for information.

Also that it be published in Part I of the *Gazette of India*.

SIDNEY PRESTON,

Secy. to the Govt. of India.

Documents accompanying.

Statements A, B and C referred to.

Enclosure to Public Works Department Resolution No. 922 T.E., dated 6th July 1903.

STATEMENT A.

Proposition Statement for revision of the Superior Establishment of the Indian Telegraph Department.
(Ultimate or limiting scale.)

Authority.	PRESENT SCALE (ULTIMATE).				PROPOSED SCALE (ULTIMATE).				In de m
	No.	Designation.	Pay.	Total.	No.	Designation.	Pay.	Total.	
			Rs.	Rs.			Rs.	Rs.	
Secretary of State's Telegraphic Despatch No. 10, dated 3rd May 1901.	1	Director General ...	3,000	3,000	1	Director General ...	3,000	3,000	
	1	Deputy Director General ...	2,000	2,000	1	Deputy Director General ...	2,000	2,000	
	2	Directors ...	1,600	3,200	2	Directors ...	1,800	3,600	
	4	Chief Superintendents ...	1,125-75- 1,500	5,500	2	Chief Superintendents, 1st class	1,400	2,800	}
					2	" " 2nd "	1,250	2,500	
	10	Superintendents, 1st grade ...	1,000	10,000	23	Superintendents, 1st grade ...	1,000	23,000	1
	13	" 2nd " ...	850	11,050	13	" 2nd grade ...	850	11,050	
	15	Assistant Superintendents, Class VI, 1st grade ...	700	10,500	9	Assistant Superintendents, 1st grade ...	700	6,300	—
	18	Assistant Superintendents, Class VI, 2nd grade ...	550	9,900	19	Assistant Superintendents, 2nd grade ...	550	10,450	
	18	Assistant Superintendents, Class VII, 1st grade ...	450	8,100	13	Assistant Superintendents, 3rd grade ...	450	5,850	—
	19	Assistant Superintendents, Class VII, 2nd grade ...	350	6,650	14	Assistant Superintendents, 4th grade ...	350	4,900	—
	101		...	69,900	101		...	78,650	1

STATEMENT B.

Proposition Statement showing the immediate result of adopting the limiting scale with the time rule, as compared with the present scale (1902).

PRESENT SCALE (ACTUAL).				RESULTING SCALE UNDER NEW SCHEME.				Incre: F
No.	Designation.	Pay.	Total.	No.	Designation.	Pay.	Total.	
		Rs.	Rs.			Rs.	Rs.	
1	Director General ...	3,000	3,000	1	Director General ...	3,000	3,000	
1	Deputy Director General ...	2,000	2,000	1	Deputy Director General ...	2,000	2,000	
2	Directors ...	1,600	3,200	2	Directors ...	1,800	3,600	
				2	Deputy Directors ...	1,600	3,200	
4	Chief Superintendents ...	1,125-75- 1,500	5,500	2	Chief Superintendents, 1st class ...	1,400	2,800	
				2	" " 2nd " ...	1,250	2,500	
10	Superintendents, 1st grade ...	1,000	10,000	11	Superintendents 1st grade ...	1,000	11,000	
13	" 2nd " ...	850	11,050	10	" 2nd " ...	850	8,500	
8	Assistant Superintendents, Class VI, 1st grade.	700	5,600	8	Assistant Superintendents, 1st grade	700	5,600	
13	Assistant Superintendents, Class VI, 2nd grade.	550	7,150	13	Assistant Superintendents, 2nd grade	550	7,150	
18	Assistant Superintendents, Class VII, 1st grade.	450	8,100	21	Assistant Superintendents, 3rd grade	450	9,450	
21	Assistant Superintendents, Class VII, 2nd grade.	350 or 300 according to orders already issued.	7,350	18	Assistant Superintendents, 4th grade	350 or 300 according to orders already issued	6,300	
91		...	62,950	91	Add—2 charge allowances to Assistant Superintendents, 1st grade, at Rs. 50 per mensem and 5 charge allowances to Assistant Superintendents, 2nd grade, at Rs. 150 per mensem.	...	65,100	2,1
						...	850	8
						...	65,950	3,0

STATEMENT C.

Statement showing present proposed distribution of appointments above the grades of Assistant Superintendents, Indian Telegraph Department.

<i>Present distribution.</i>		<i>Proposed distribution.</i>	
1 Director General ...	Employed in Head Office.	1 Director General ...	To be employed in Head Office.
1 Deputy Director General		1 Deputy Director General.	
1 Director of Construction...		1 Director of Construction.	
1 Director of Traffic ...		1 Director of Traffic ...	
1 Superintendent of Traffic (a).		1 Deputy Director of Traffic.	
1 Superintendent of Construction (a).		1 Deputy Director of Construction.	
1 Superintendent, Check Office (a).		2 Superintendents ...	
1 " Workshops (a).		1 Superintendent, Check Office.	
1 " Madras Office.		1 " Workshops.	
1 " Calcutta "		1 " Madras Office.	
1 " Bombay "		1 " Calcutta "	
1 " of Stores.		1 " Bombay "	
		1 " Agra "	
1 Personal Assistant to Director General of Telegraphs.		1 " of Stores.	
1 Electrician.		1 Personal Assistant to Director General of Telegraphs.	
16 Superintendents in charge of 16 Divisions.*		1 Electrician.	
1 Superintendent spare for emergencies.		20 Superintendents of 20 Divisions.†	
31		1 Superintendent spare for emergencies.	
		38 (b).	
a) Usually held by Chief Superintendents.		b) Of the 32 Superintendents, 4 will be Chief Superintendents.	

* The 16 Divisions are—

1. Arakan.
2. Assam.
3. Bellary.
4. Bengal.
5. Bombay.
6. Burma, Lower.
7. " Upper.
8. Central Provinces.

9. Dacca.
10. East Coast.
11. North-West Frontier Province, including Kashmir.
12. Madras.
13. United Provinces.
14. Punjab.
15. Rajputana.
16. Sind and Baluchistan.

† The 20 Divisions, as they will be arranged, are given below; but these are liable to redistribution under the orders of the Director General of Telegraphs—

1. Arakan.
2. Assam.
3. Bellary.
4. Bengal.
5. Bombay.
6. Burma, Lower.
7. " Upper.
8. Central Provinces.
9. Eastern Bengal.

10. East Coast.
11. Madras.
12. United Provinces.
13. Punjab.
14. Rajputana.
15. Sind and Baluchistan.
16. North-West Frontier Province and Kashmir.
17. Calcutta Presidency.
18. Bombay "
19. Madras "
20. Not formed as yet, but will take the place of the North-East Division previously intended.

DEPARTMENT OF COMMERCE AND INDUSTRY.

NOTIFICATION.

TELEGRAPH ESTABLISHMENT.

No. 4276-4280-133.

Simla, the 4th June 1912.

RESOLUTION—By the Government of India, Department of Commerce and Industry.

In the Resolution of the Government of India in the Department of Commerce and Industry, No. 913-918-115, dated the 2nd February 1910, the Superior Establishment of the Indian Telegraph Department was reorganised, a scheme of administration by circles being introduced on the lines recommended by the Telegraph Committee of 1906. The scheme included the substitution of time scales of pay for the graded system of promotion formerly in force and the introduction of a distinction between the Imperial and the Provincial Services in respect of promotion to the rank of Superintendent by the reservation for the latter service of twelve out of the thirty-four divisional charges sanctioned in that Resolution. The reservation of divisions for the Provincial Service involved the abolition of the system previously in force by which officers of that service received promotion *pari passu* with officers of the Imperial Service. It was hoped that the improvement in the rates of pay would have induced the officers of the Provincial Service to accept the new conditions, but this hope has not been fulfilled. Memorials were received from the officers themselves, from which it was clear that they attached great importance to the continuance of the previous system of equality of promotion with officers of the Imperial Service; and it was further represented that the scale of pay fixed for them, although an improvement on the rates obtaining under the old graded system of promotion, was disproportionate to the improved scale fixed for the Imperial Service and was inadequate. In view of these representations and with the desire to satisfy the reasonable requests of the memorialists the Governor General in Council formulated a revised scheme, which has now received the approval of His Majesty's Secretary of State for India.

2. The Governor General in Council is pleased to announce that in future the reservation of divisions for the Provincial

Service of the Telegraph Department will be abolished, and officers of both the Imperial and Provincial Services will, provided they are fully qualified, be equally eligible for promotion to the rank of Superintendent on the occurrence of permanent vacancies in divisional charges. Further, with effect from the 1st April 1911, the following rates of pay have been sanctioned for the officers of the Provincial Service:—

		Rs.
1st	year of service	... 250
2nd	ditto	... 275
3rd	ditto	... 300
4th	ditto	... 325
5th	ditto	... 350
6th	ditto	... 375
7th	ditto	... 400
8th	ditto	... 425
9th	ditto	... 450
10th	ditto	... 500
11th	ditto	... 535
12th	ditto	... 570
13th	ditto	... 605
14th	ditto	... 640
15th	ditto	... 675
16th	ditto	... 710
17th	ditto	... 745
18th	ditto	... 780
19th	ditto	... 815
20th	ditto	... 850

After completing five years' service on Rs. 850, a special increment may be granted to deserving officers who may not be promoted to administrative rank. The pay of officers rising to administrative rank will remain as at present.

3. It will be seen that there will be a rise in the rate of increment after the ninth year of service, while the maximum of the scale (omitting consideration of the special increment), will be reached in the 20th year, the conditions of service in both these respects being assimilated to those applying to Imperial officers. In order to secure uniformity of treatment in other respects, it is necessary to make certain further alterations with regard to—

- (i) the maximum of pay and allowances admissible to an Assistant Superintendent officiating in charge of a division;
- (ii) the maximum pay of an officer who is not declared fit to hold charge of a division; and

- (iii) the maximum pay of an Assistant Superintendent who, though declared fit to hold charge of a division, is not actually holding such charge, or a charge which is recognised as of equal importance.

These alterations are explained in the following paragraph.

4. (1) Under the present system an Assistant Superintendent officiating in charge of a division draws an acting allowance of Rs. 100 a month, subject to a maximum salary of Rs. 700 in the Imperial Service (in the case of an officer of less than 8 years' service) and Rs. 650 a month in the Provincial Service. It has now been decided that the pay of the eleventh year shall be the maximum of pay and allowances admissible to an Assistant Superintendent (Imperial or Provincial) with less than 10 years' service, when officiating in charge of a division. That is to say, an Assistant Superintendent officiating in divisional charge whose pay under the time scale is less than Rs. 800 in the case of the Imperial Service or Rs. 535 in the case of the Provincial Service, will draw an officiating allowance of Rs. 100, subject to a maximum of Rs. 800 in the former and Rs. 535 in the latter, and provided further that the sum of pay *plus* acting allowance shall in no case exceed the pay of any permanent Superintendent of the Imperial or Provincial Service, as the case may be.

(2) The existing rules permit an officer not declared fit to hold divisional charge to proceed to Rs. 660 (the pay of the eighth year of service) in the Imperial, and Rs. 600 (the pay of the fifteenth year) in the Provincial Service. For the future an officer who is found unfit for divisional charge will not go beyond the point after which the increments in both services rise, *i.e.*, the pay of the ninth year, Rs. 700 in the Imperial and Rs. 450 in the Provincial Service.

(3) In the case of an Assistant Superintendent qualified for, but not actually holding charge of, a division, or a charge which is recognised as of equal importance, the maximum pay will henceforth be that of the eleventh year for both services, *i.e.*, Rs. 800 in the Imperial and Rs. 535 in the Provincial Service.

5. These revised rates of pay are introduced with retrospective effect from the 1st April 1911; but if in any case any officer has between the 1st April 1911 and the date of this Resolution drawn, in accordance with the terms of the Resolution

of 2nd February 1910, a higher total salary than would be admissible under the terms now sanctioned, no refund will be required. Further, any officers who did not elect the revised rates of pay introduced in the Resolution of the 2nd February 1910, or who elected from a later date, are given the option of electing those rates from the 19th December 1909 to the 31st March 1911, but no option is allowed to Provincial Service officers to elect or decline the revised terms now published.

ORDERED.—That this Resolution be published in the *Gazette of India* for general information, and that it be communicated to the Home, Finance and Public Works Departments of the Government of India, to the Director General of Posts and Telegraphs, and to the Accountant General, Post Office and Telegraphs.

*Extract paragraphs 637-642, from the
Report of the Royal Commission upon
Decentralisation in India.*

CHAPTER XVI.

METHODS OF APPOINTMENT OF COMMISSIONERS AND COLLECTORS, AND OF THE PRINCIPAL OFFICERS OF OTHER DEPARTMENTS; TRANSFERS; KNOWLEDGE OF THE VERNACULARS; TOURING; AND CONTACT WITH THE PEOPLE.

Decentralization involves greater care in the selection of Commissioners, Collectors and other high officers of Government.

637. Since any general scheme of decentralization must necessarily involve enhancement of the powers of district officials and other local representatives of Government, it follows that care must be taken to ensure that such officers shall be personally fit to discharge the responsibilities falling upon them. It is, indeed, a common argument against delegation of powers that these cannot be safely entrusted to certain Collectors or members of some other official class which may be in question; and the fact that Local Governments look with legitimate distrust on some of their officers is largely responsible for the checks imposed on the action of all, both directly by law, rule, or executive instruction, and indirectly by the facilities now given for appeal and revision. It would be invidious, and indeed impossible, to prescribe the control to be exercised over the acts of particular Collectors or Commissioners with reference to the opinion entertained of them at headquarters, and the practical result is that many efficient officers are bound by administrative fetters which are really necessary only in the case of a few inefficient colleagues. The proposals that we have made in the direction of delegation of authority within the Provinces pre-suppose, therefore, that men shall not hereafter be permitted to rise by mere seniority to position for which they are not fully fit.

Already laid down that no officer should be a Collector who has not shown distinct evidence of fitness.

638. The necessity for more rigorous selection has, indeed, already been recognized in theory. The Famine Commission of 1878-80 found that members of the Indian Civil Service generally rose by seniority to the post of Collector or District Judge, and they recommended that unfit men should no longer be promoted to such offices, and that officials thus superseded should be retired on proportionate pensions. These conclusions were endorsed by the Public Service Commission of 1886-7, who emphasized the necessity for stricter selection and thorough efficiency in the Indian Civil Service as a *corps d'élite*; and the Government of India, in communicating to

Famine
Comm'n's.
Report, Part
II, Chap. II,
paras. 6-9.

Public
Service
Comm'n's.
Report,
para. 89.

HD.
Pros. A.,
Pub., Feb.,
1890, Nos.
130-7.

Local Governments the orders of the Secretary of State on the Commission's Report, laid down that no officer should be appointed to the executive charge of a district, or to be a District Judge, who had not, in the course of his previous service, given distinct evidence that he was fit for such office.

639. The evidence* which we have recorded leaves little doubt, however, that this principle has not been thoroughly applied, and that a man is, as a rule, only passed over for a Collectorship on account of flagrant misconduct or incompetency. Some witnesses hold that little change is required in the existing practice, but the general consensus of opinion is strongly in favour of a stricter adherence to the orders above quoted.

This principle has not been adequately applied.

6391, 13775.
32067, 37222.

37413-7,
38113, 41007.

640. In view of the importance of the position of a Collector, which will be considerably enhanced by the adoption of our recommendations, we think that the principle already laid down by the Government of India should be fully observed, and that while promotion to Collectorships should continue to be by seniority, the rejection of the unfit should be much more stringent than it is at present. We understand that an analogous system is already followed in the Indian army, where, when a regimental officer whose seniority entitles him to the vacant command of a regiment is not deemed fit therefor, he is superseded.

It should be fully observed.

45405.

641. Ordinarily, however, a Civilian should not be permanently passed over for a Collectorship until he has proved his unfitness in an officiating capacity.† The constant absences of Indian officials on leave or deputation make it a general rule that an officer's turn for permanent promotion to a Collectorship will not arise until he has officiated more than once, and such occasions will give full opportunity for testing his merits. The mere fact that an officer has officiated in an appointment should not be held to confer any claim to eventual confirmation. His officiating service should be treated as a period of probation.

A man should not ordinarily be passed over for a Collectorship until he has proved his unfitness in an officiating capacity.

642. In some cases the inefficiency which has led to an officer's supersession may be due to remediable causes, such as idleness, temporary mental depression or bad health, and in that event it would be desirable to allow him a further trial later

An officer unfit to be a Collector should be retired on a suitable pension.

* 306-9, 1513, 8798, 10160, 13778-82, 14293-6, 18502-3, 21911-4, 27105, 28290-3, Vol. VII, App. II, p. 166, 35376-8, 35685-6, 39251, 45799.

† There may, of course, be cases in which an officer's incapacity is so patent that it would be prejudicial to the public service even to let him act as a Collector, but in such instances supersession would ordinarily be the rule at present.

on. But when it has been finally found that an officer is definitely incompetent to be a Collector, it is obviously undesirable that he should remain on as a discontented and inefficient subordinate, and the interests of the public service consequently require that he should be retired on a suitable pension. We have already cited the views of previous Indian Commissions in favour of this course, which was also advocated by the Police Commission of 1902; and we have likewise received a large amount of responsible official evidence, including statements by the Government of Bombay and the Lieutenant-Governors of Bengal and the United Provinces, in favour of this procedure.¶

Para. 85 of
its Report.

* 1517, 8800, 14125-6, 14294, 14697-8, 18570-1, Vol. IV., App. II., p. 200, 21644-5, 21916-8, 27051, 28294, 31106-7, Vol. VII., App. II., p. 166, 35456-65, 35795-9, Vol. VIII., App. II., p. 236, 37647-50, 39559-60, 42366-7.